

Work, Roles & Deliverables Matrices

The matrices address the following two linkages...

- * What is the relationship between ROLES and WORK?
- * What is the relationship between WORK and DELIVERABLES?

	<u>ROLES</u> <i>What Work do these Roles focus on?</i>				
<u>WORK</u> <i>What Roles do this Work?</i>	HCM CONSULTANT	CHANGE AGENT/ LEADER	WORKPLACE EFFECTIVENESS CONSULTANT	HR OPS EXPERT	HR COMMUNITY LEADER/MGR.
STRATEGIC HC LEADERSHIP & PLANNING	X	X	X		
WF PLANNING & ANALYSIS	X	X		X	
WF RECRUITMENT & RETENTION	X	X	X	X	
WF & LEADERSHIP DEV & CAPABILITY BUILDING	X	X		X	
EE COMMITMENT & WORKPLACE ENVIRONMENT	X	X	X	X	
STRATEGIC MGMT OF HR COMMUNITY					X

	<u>WORK</u> <i>What are the Deliverables that this Work produces?</i>					
<u>DELIVERABLES</u> <i>What is the Work that gets to these Deliverables?</i>	Strategic HC Ldp & Planning	WF Planning & Analysis	WF Recruitment & Retention	WF & Ldp Development & Capability Bldg	EE Commitment & Workplace Environment	Strategic Mgmt of HR Community
Great ideas & approaches for achieving excellence	X	X	X	X	X	X
HR legislative, policy & program initiatives	X	X	X	X	X	
One NASA/One HR mindset	X	X	X	X	X	X
Accessible information & communications	X			X	X	X
Total workforce perspective	X	X	X		X	X
Leading edge HCM processes & tools	X	X	X	X	X	
WF planning & analysis capabilities		X				
Corp recruiting capability & strategies			X			
Training & development strategies/programs				X		X
Organizational development capabilities				X		X
Reward & recognition programs			X		X	
Strategies for building employee commitment					X	
Performance culture for contribut'n/ accountability				X	X	X
Learning culture for knowledge sharing, ...				X	X	X
New delivery channels	X		X	X		X